



LONDON FIRE BRIGADE

London Fire Brigade Headquarters  
169 Union Street London SE1 0LL  
T 020 8555 1200 F 020 7960 3602  
Textphone 020 7960 3629  
london-fire.gov.uk

**Freedom of Information request reference number:** 6931.1

**Date of response:** 09/11/2022

**Request:**

1

*Number of employees who are aged below 18*

*Number of employees who are aged 18 - 24*

*Number of employees who are aged 25 - 45*

*Number of employees who are aged 46 - 55*

*Number of employees who are aged 55+*

*Number of employees who have not declared an age*

*Number of employees who identify as having a form of disability*

*Number of employees who identify as not having a disability*

*Number of employees who have not declared an disability*

*Number of employees who identify as male*

*Number of employees who identify as female*

*Number of employees who identify as a gender other than male or female*

*Number of employees who have not declared an gender*

*Number of employees who identify as White*

*Number of employees who identify as Black*

*Number of employees who identify as Asian*

*Number of employees who identify as Mixed or other (non white)*

*Number of employees who have not declared an ethnicity*

*Number of employees who identify as heterosexual*

*Number of employees who identify as homosexual*

*Number of employees who identify as bisexual*

*Number of employees who identify as a sexuality not listed above*

*Number of employees who have not declared an sexuality*

2

**WHOLETIME RECRUITMENT DURING 2022**

*Number of applications received.*

*Number of applicants who declared a disability.*

*Number of applicants who declared a gender other than male.*

*Number of applicants who declared an ethnicity other than white.*

*Number of applicants who declared a sexuality other than heterosexual*

*"Of these applicants, how many were offered a role with the Service who declared a disability?"*

*"Of these applicants, how many were offered a role with the Service who declared a gender other than male?"*

*"Of these applicants, how many were offered a role with the Service who declared an ethnicity other than white?"*

*"Of these applicants, how many were offered a role with the Service who declared a sexuality other than heterosexual?"*

*"Of these applicants, how many were offered a role with the Service who did not declare a Protected Characteristic?"*

**WHOLETIME RECRUITMENT DURING 2021**

*Number of applications received.*

*Number of applicants who declared a disability.*

*Number of applicants who declared a gender other than male.*

*Number of applicants who declared an ethnicity other than white.*

*Number of applicants who declared a sexuality other than heterosexual*

*"Of these applicants, how many were offered a role with the Service who declared a disability?"*

*"Of these applicants, how many were offered a role with the Service who declared a gender other than male?"*

*"Of these applicants, how many were offered a role with the Service who declared an ethnicity other than white?"*

*"Of these applicants, how many were offered a role with the Service who declared a sexuality other than heterosexual?"*

*"Of these applicants, how many were offered a role with the Service who did not declare a Protected Characteristic?"*

#### *WHOLETIME RECRUITMENT DURING 2019*

*Number of applications received.*

*Number of applicants who declared a disability.*

*Number of applicants who declared a gender other than male.*

*Number of applicants who declared an ethnicity other than white.*

*Number of applicants who declared a sexuality other than heterosexual*

*"Of these applicants, how many were offered a role with the Service who declared a disability?"*

*"Of these applicants, how many were offered a role with the Service who declared a gender other than male?"*

*"Of these applicants, how many were offered a role with the Service who declared an ethnicity other than white?"*

*"Of these applicants, how many were offered a role with the Service who declared a sexuality other than heterosexual?"*

*"Of these applicants, how many were offered a role with the Service who did not declare a Protected Characteristic?"*

*3*

#### *RECRUITMENT POLICIES & APPROACHES*

*Does your Service adopt a policy of 'positive action' within recruitment campaigns?*

*"If Yes, please summarise the 'positive action' approach you adopt."*

*"If Yes, in what year did you adopt this policy of 'positive action' within recruitment campaigns?"*

*"When your Service advertises roles, do you include information about your employment policies such as leave, family leave, flexible arrangements (where applicable to the role advertised)?"*

*"Does your Service provide equality, diversity and inclusion training for all staff (Grey Book and Green Book)?"*

*"If Yes, is this training mandatory for all staff (Grey Book and Green Book)?"*

*Does your Service have flexible working arrangements for Green Book staff which enables individuals to flex their core hours of working as may be required for their personal commitments?*

*Does your Service have flexible working arrangements for Wholetime Grey Book staff which enables individuals to flex their core hours of working as may be required for their personal commitments?*

*Does your Service operate a 'watch-based' system for operational Wholetime Grey Book staff based on a fire station?*

*Does your Service provide management training for all staff (Grey Book and Green Book)?*

*"If Yes, does this training include a focus on equality, diversity and inclusion?"*

*"If Yes, is this management training mandatory for all managers (Grey Book and Green*

Book)?"

How many people are part of your Senior Leadership Team (as defined in the Notes section to the right)? "Please include Chief Fire Officer, Deputy CFO, Assistant CFOs, Directors (both uniformed and non uniformed)."

"Of these people, how many have a declared Protected Characteristic (as defined in the Notes section to the right)?"

Has your Service established staff network groups to champion a voice for underrepresented members of the workforce?

"If Yes, please summarise how your organisation utilises these network groups? How is their voice heard."

"If Yes, do your network groups have a named member of the Senior Management Team as a sponsor or champion?"

"If Yes, do your network groups have a formal role to play in shaping your policies and procedures?"

"If Yes, please summarise why you consider policies and procedures to be inclusive."

"If No, please summarise why you do not consider your policies and procedures to be inclusive."

Do you consider your Service to have inclusive HR policies and procedures?

"If Yes, please summarise why you consider policies and procedures to be inclusive."

"If No, please summarise why you do not consider your policies and procedures to be inclusive."

Do you have specific HR policies and procedures for specific parts of your workforce or are these generalised?

Does your Service have a declared commitment to workforce inclusion?

"If Yes, how is this commitment declared?"

Has your Service established organisational values?

"If Yes, have these values been established with input from your workforce?"

"If Yes, please state what your organisational values are."

"If Yes, please summarise how your organisation embeds these values."

"If No, please state how your organisation establishes the behavioural expectation of your workforce."

Please enter the latest HMICFRS grade for 'People' your Service received.

Was a Cause for Concern issued in relation to your 'People' assessment?

What year was this grade received?

## Response:

Please see our response to your questions in turn below.

For your list of questions in section1, the LFB publish this data online, via the London Datastore. The information can be located using the following link: <https://data.london.gov.uk/dataset/hr-statistical-abstract>

If you download the '[Human Resources \(HR\) Statistical Abstract](#)' spreadsheet, the information for your questions in section 1 can be found on the '*Workforce Composition – Overall*' tab.

For your list of questions in section2, our People Services team have provided the figures below for the number of applications received for the years 2019 – 2022:

	2022	2021	2020	2019
Number of applications received.	146	1,629	445	905
Number of applicants who declared a disability.	11	121	20	41
Number of applicants who declared a gender other than male.	4	224	148	261
Number of applicants who declared an ethnicity other than white.	6	355	195	354

Number of applicants who declared a sexuality other than heterosexual	17	214	56	112
---	----	-----	----	-----

The LFB publish the remainder of the data you have requested in section 2 online, via the London Datastore. The information can be located using the following link:

<https://data.london.gov.uk/dataset/hr-statistical-abstract>

If you download the '[Human Resources \(HR\) Statistical Abstract](#)' spreadsheet, the information for your questions in section 2B can be found on the '*Joiners - Overall*' tab.

For the questions you have listed in PART 3 of your request, under the FOI Act we are not required to answer a question if we do not already have the relevant information in recorded form. We do not hold the specific answers to your questions in recorded form.

However, the LFB publish detailed information in relation to the organisation which can be accessed via our website. The links below provide the core information you have requested in part 3 of your request:

<https://www.london-fire.gov.uk/about-us/diversity-and-inclusion/>  
<http://www.london-fire.gov.uk/media/6670/pn973-250522.pdf>  
[https://www.london-fire.gov.uk/media/4598/togetherness-strategy-summary\\_web\\_singlepages.pdf](https://www.london-fire.gov.uk/media/4598/togetherness-strategy-summary_web_singlepages.pdf)  
<https://www.london-fire.gov.uk/media/3096/inclusion-strategy-2016-26-fep-2599-item-10.pdf>  
<https://www.london-fire.gov.uk/about-us/your-london-fire-brigade-our-plan-for-2023-29/>  
<https://www.london-fire.gov.uk/about-us/transformation-delivery-plan/>

In addition, we publish detailed performance digests via the London Datastore in order to measure how well LFB is doing against its commitments. This includes statistics on key the following key indicators:

Aim 3	Indicator	Description	Page No.
<b>Resources</b>	CO6A	Working days lost to sickness - operational staff	45
	CO6B	Working days lost to sickness - FRS staff	46
	CO6C	Working days lost to sickness - control staff	47
	IP10A	Number of apprentices employed by the Brigade (FTE)	48
	IP10B	Number of apprentices employed by contractors (FTE)	48
	CO7A	Improve the ethnic diversity (BAME) of each trainee firefighter intake	49
	CO7B	Improve the gender diversity of each trainee firefighter intake	49
	CO8	Gender diversity (men) of control staff	50
	CO9	Ethnic diversity (BAME) of FRS staff top earners	50
	CO10A	Pay ratio between highest and median salary	51
	CO10B	Gender pay gap - all staff (median)	51
	CX10-CX13	Workforce composition	52
	CX14	Promoted staff context measures	53
	CX15	Top earner context measures	54

The information for 2021-22 can be located here: <https://data.london.gov.uk/dataset/--lfb-financial-and-performance-reporting-2021-22>

You can search for the same information for previous years here:  
<https://data.london.gov.uk/publisher/lfb>

The LFB have also published detailed information on the latest firefighter recruitment strategy here:

<https://www.london-fire.gov.uk/media/6183/20211222-lfc-0552y-recommence-firefighter-recruitment-frb-final-final.pdf>

Each job description advertised (and downloadable) from our website included details on how the job contributes to Our Vision and a summary of the applicable behaviours and competencies:

<https://jobs.london-fire.gov.uk/alljobs/>

Details of the senior leadership team can be found on our website here: <https://www.london-fire.gov.uk/about-us/meet-london-fire-brigade/senior-leadership-team/>

The LFB have a flexible working policy which is accessible via our website here: <https://www.london-fire.gov.uk/about-us/diversity-and-inclusion/>.

Each time you review a policy, project or decision, an EIA must be conducted (if not carried out previously), or reviewed (if an existing EIA is in place).

Information on HMICFRS inspection can be located on the HMICFRS website here:

<https://www.justiceinspectors.gov.uk/hmicfrs/news/news-feed/london-fire-brigade-still-has-much-to-do/>

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request on our website:

<https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>